

CAREER NEWSFLASH

1st Anniversary Issue



MMEA-64

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Counseling Team

- **MSgt Lund**
Head, Career Counseling Unit
- **GySgt Horn**
Career Counselor
- **GySgt Covino**
Career Counselor
- **GySgt Fuller**
Career Counselor
- **Sgt Vogel**
Admin Support

EDITORIAL



Earlier this year, the CY - 2002 Master Sergeant to Sergeant Major selection board adjourned, in our previous newsletter we covered some statistics that were released in the final message. The CY-2002 Gunnery Sergeant selection board adjourned recently, here are some statistics that are interesting to note. The In-Zone selection rate was 56.1% (1920 selected/2508 considered). The promotion photograph submission rate as required was 85.9%. As you know, there is no ratio for selection from the In-Zone and Above-Zone; only the Below-Zone has a cap of 1 or no more than 5% of the total allocations for that year. What we see this year again is that the board selected heavier relative to previous years from the Above-Zone in many MOSs.

The one thing that we know for certain that the Above-Zone Marines have that the In-Zone Marines do not is at least one more year of fitness reports or additional observed time visible to the

selection board. We are not suggesting that we connect the dots to any conclusion but offer that accurate fitness reports are very important in the selection process. To attain a parity between performance and evaluations, it is imperative that Marines continually seek performance counseling on their performance from their Reporting Chain through the reporting period.

Performance counseling is vital in the reporting process; it is the catalyst in the reaction that reflects performance into an accurate evaluation. The PES

has performance counseling built in; the tool for this process is the MRO Worksheet. Per paragraph 1006.2, of MCO P1610.7E, the Commandant of the Marine Corps (CMC) directs the use of the MRO worksheet, it is located in Appendix-D of the PESO and can also be downloaded from our or MMSB's

website. The order clearly spells out the Commandant's intent as well as outlines the process for its use. Bottom line; Marines need to be told how they are doing and what needs to be done in specific to show improvement on evaluations. Generic feedback is not performance counseling as any

**The CY2002
GySgt In-Zone
selection rate
was 56.1%
(1920 selected,
out of 2508
considered).**

counsel given must be able to be reflected on fitness reports.

In our regular contact with Marines, we still find that this CMC directed process and tool is not being used for the most part. Neither performance counseling nor evaluation are administrative processes, they are vital leadership functions that set goals, develop performance and convey as evaluations to the selection boards a summary of performance, leadership, character and potential. For the enlisted Marine, the accurately completed fitness report serves three purposes only:

Promotion: The Commandant's guidance is that the completed fitness report is the most important information component in manpower management. It is the primary means of evaluating a Marine's performance and is the Commandant's primary tool for the selection of personnel for promotion and is therefore one of the officer's most critical responsibilities.

Retention: Fitness reports only come into play if the Marine has questionable or adverse material current on contract or if there is a less than favorable recommendation from the command. This allows for the incident to be put in perspective of the Marine's entire career. For this, performance before the incident in question, responsibility taken by the Marine as depicted if there is an adverse report involved or the disposition of the reporting leadership as indicated by the reporting chain as well as performance since the incident will provide the overall worth of the Marine.

Assignment: Fitness reports come into play for high profile assignments, senior billets that are slated including other key billets. Unfortunately, one report does not suffice in noticeably portraying an over achiever, independent operator, leader, mentor, teacher, advisor or one with the highest

reliability among other work ethics. When reports are viewed concurrently, groves emerge that display performance, leadership, character as well as potential.

It is therefore vital that Marines stay engaged continually in counseling and always find ways to improve. Reporting Seniors and Reviewing Officers need to use the PES and Counseling Order together as one develops and the other reports. This is pure leadership in action and more of what General Lejeune probably meant when he stated, "...The relationship between officer and enlisted men should in no sense be that of superior and inferior nor that of master and servant, but rather that of teacher and scholar, In fact, it should be of the nature of the relation between father and son...". This quote was mentioned in our very first newsletter exactly a year ago along with the importance of the use of the MRO Worksheet, we have now come full circle only to bring this point to the front burner again.

Since we first started beating the drum on this issue, we have seen a slight shift towards selection from the Above-Zone. It is not possible to connect the dots with certainty to any conclusion as each selection board is indeed different so is each Marine competing for selection to the next rank. It is good however to resurface previously discussed topics and wonder if perhaps, it calls for a closer look, we think it does.

For the enlisted Marine, the accurately complete fitness report serves three purposes only: Promotion, Retention & Assignment.

Semper Fidelis

Enlisted Career Counselors, HQMC



Our new sectional mailbox is at this email address...

ecounselor@manpower.usmc.mil

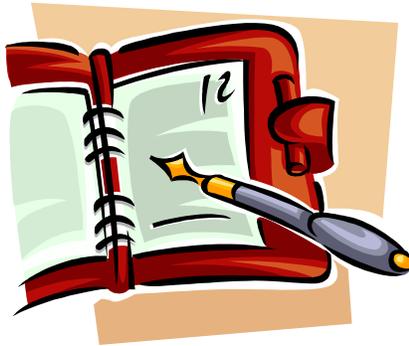


The CY2003 E-9 through E-8 selection board will convene earlier than previously published and will go into session on 6 January, 2003. Ensure that you are proactive in checking the accuracy of your official records and submitting promotion photographs as required.

RETIREMENT PLANNING GUIDE & MILESTONES

By The Separation and Retirement Branch (MMSR)

If you are already planning your retirement or just thinking about it, there is probably a multitude of questions running through your mind. What retiree applicants usually seek is a useful set of timelines and references. This article will be able to clear up some confusion and serve as a useful tool for your retirement planning. The key word to a successful and smooth transition is *Planning!* Provided below is a retirement time line that may prove to be useful in your retirement planning. For the purposes of this article, "retirement" and "transfer FMCR" are used interchangeably.



The key word to a successful and smooth transition is *Planning!*

Schedule attendance at the next Pre-Retirement Transition Assistance Program (TAP). This is another event where spouses are highly encouraged to attend. This brief is tailored to the retiree and contains valuable information on job skills assessment, resume creation, interviewing, and much more. Again, contact the Family Service Center for dates and times.

EIGHT MONTHS OUT

This is when you will need to sit down and make some solid decisions. These decisions are ones that take time and deep considerations. They are not subjects that can wait until the last 3 months.

Choose the location where you will retire. Consider selling your current home and purchase or rent one in a new location.

Assess your financial situation and plan accordingly. At this point, you will have new information in your mind in regards to insurance needs and other items you learned of in the seminars. If financial counseling is needed, call the FSC financial counselor for assistance.

Now is a great time for an assessment of your job skills and possible career options. The resume should be well into its preparation. Schedule yourself for one of the many career workshops offered by the Career Resource Management Center at the FSC.

THREE TO SIX MONTHS OUT

At this point, you should already be deep into your retirement planning. This does not necessarily mean that you have to know what type of employment to seek but you should have a general idea of when you want to retire and when you want to detach from your unit. Some of the following issues are speed bumps for the few that are last minute planners.

PLANNING TERMINAL LEAVE

If you have not already planned your terminal leave, permissive TAD, and the selling

TWELVE MONTHS OUT

Once you have made the decision to retire or when you are about Submit Retirement Data Request via Unit Diary or other means, as appropriate. Ensure all administrative requirements have been met (e.g., Time in Grade, Time on Station, request window period, etc.)

See the Health Benefits Counselor at the Naval Hospital or the TriCare Service Center to obtain information on:

1. Supplemental health care insurance and how it relates to health care under the Uniformed Services Health Benefits Program and TriCare.
2. Family Member Dental Plan (FMDP) replacement and dental coverage.

Schedule attendance at the next pre-retirement seminar. Spouses are also highly encouraged to attend. This brief provides information on retirement pay, ID cards, household moves, VA benefits, Survivor Benefit Plan, and more. Contact your base Family Service Center (FSC) for dates.

back of any lump-sum leave (LSL), it is important to do so soon. You need to determine exactly when your last working day (detachment day) will be at your current command. This day is called the "planned detachment date" (PDD) and should be entered into the MCTFS so that the Retirement Section at HQMC will be alerted to when paperwork and certificates must be at the command. This information should be given to your admin unit so they can run the U/D entries. For Permissive TAD, your command may authorize up to 20 days if you are located in CONUS. If you are located OCONUS you may be authorized up to 30 days. For Terminal Leave, your command may authorize up to 90 days if you are located CONUS and 60 days if you are located OCONUS. Keep in mind however, that terminal leave is "continuous and unbroken" and all out processing must be complete before leave is taken (MCO 1050.3H Para 2024). The use of permissive TAD is at the discretion of the command. However, if you cannot be mustered in a specific amount of time and PTAD is taken in conjunction with terminal leave, it is also continuous and unbroken. As with any leave, terminal leave and permissive TAD are not entitlements. Therefore, it is wise to brief your immediate senior on your plans and get early approval. Likewise, your assignment monitor could also use some advance notice for the purpose of determining a suitable replacement. However, they are not required to have that replacement aboard until shortly before your actual retirement date. Your early departure on terminal leave may have a substantial impact on the command and those who will fill-in until your replacement arrives.

Reverse planning is the best way to determine your detachment date. Start with the day you plan to retire and count backwards the amount of PTAD and terminal leave you plan on taking. This date will be your PDD. Retirements (30+ years) are effective on the 1st day of each

month and transfers to the FMCR are effective on the last day of each month.

SELLING BACK LEAVE

Saved Leave Balance (SLB) was established on 1 September 1976. Earned leave due on 31 August 1976 became the saved leave balance. Leave accounts that showed an advance leave balance on 31 August 1976 do not have a SLB. SLB monetarily consists of Base Pay, BAH II (old BAQ), and BAS at the rate in effect on the last day of active duty.

Regular Leave Balance (RLB) is any portion of your leave balance accrued after 31 August 1976. Only base pay is paid for RLB.

Only 60 days total lump sum leave can be sold in a career effective 10 February 1976. Federal and State taxes are withheld. FICA is not withheld from lump sum leave payments.

RETIREMENT PHYSICAL

Unlike all previous physicals, this one is not for the benefit of the Naval Service. Its purpose is to establish your physical condition upon retirement and to identify any service-connected ailments that you may have incurred while on active duty. This, in turn, can be used for gaining further treatment/disability rating/support through the DVA if you desire. Failure to complete this physical will not delay retirements mandated by enlisted career force controls (ECFC—Service Limits).



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controls (ECFC -service limits). Getting this physical done early in the retirement process will eliminate the hassle of last-minute requirements or even the necessity of completing it as a retired Marine.

Your retirement physical should be

completed no later than 180 days before your requested retirement date. Upon completion, deliver a copy of the Standard Form 88 to your command. In the event physical problems are discovered, notify your command and MMSR immediately. When a Marine is at service limitations only Commandant of the Marine Corps approval of extreme hardship, hospitalization, or a medical board submitted to the Physical Evaluation Board will modify the retirement date.

If you are later found to have a service related condition and it did not manifest itself until after your retirement date, you may petition the Board for Correction of Naval Records (BCNR) for correction of your medical records. This decision will be decided by a three-judge panel. It is a lengthy process.

File for VA compensation as soon as you retire. Even if you are found healthy, your medical records will be on file with the VA. This will make it easier for you and your dependents to possibly establish a service connection should your health deteriorate or should you die of injuries incurred while on active duty. If you are found to have a disability, you will receive treatment for that disability on a first priority basis.

You must certify in your orders that you are physically qualified for release from active duty. Your SRB, health and dental record must be turned into the command before the date of your release from active duty. Ensure you make three copies of your health record and two copies of your SRB. One copy of your health record should go to the VA when you file for VA compensation. This will speed up the process and help to establish a service connection if you decide to apply for a disability rating with the VA. The other copies of your records should be stored in separate locations in case one set is destroyed.

ELECTIVE SURGERY

As Marines approach retirement, the need to "get fixed" seems to often enter into the equation. Over the course of a career, minor physical ailments and the need for minor medical

treatment arise (bunions, arthroscopic knee surgery, neck and back pain, high blood pressure, etc.). But with operational tempo being high and just not having time to get these problems corrected, elective surgeries and medical treatment are often delayed until the last possible opportunity. If this fits your situation, it is **critically important** that corrective action be taken well before commencing your terminal leave. Convalescent leave or being placed on limited duty after any of these types of surgeries will not delay your retirement unless the situation becomes life threatening or extremely unusual circumstances arise. The reason limited duty and convalescent leave do not factor into the timing is because, as

- a retired Marine, you will essentially be in a no-duty status since there will be no physical demands placed on you.

An SBP election must be made on DD 2656 before your retirement date. If you do not make an election, DFAS will reduce your retirement pay by the maximum base amount.

SURVIVOR BENEFIT PLAN (SBP) ELECTION

An SBP election must be made on DD 2656 before your retirement date. If you do not make an election, DFAS will reduce your retirement pay by the maximum base amount. The SBP is an excellent insurance plan. Understanding all of the facets of this Plan takes a great deal of effort and research. It is highly encouraged to start early and do your own analysis of the value of this plan, as it fits your personal life and that of your

beneficiary. The plan affects each Marine differently, so it is far better that each person evaluates the worth of it on its own merit and with respect to their own personal and financial situation, instead of seeking advice from others. This package has considerable material on the subject. The actual election decision will be made on the DD 2656, Data For Payment of Retired Personnel Form that your company office will provide to you. This is a critical form (probably the single most important retirement form). The DD 2656 must be received at DFAS-Cleveland before any payment of retirement pay. *View its submission as the critical link for securing retired pay entitlements.* It is best to have this form submitted to DFAS-Cleveland approximately 30 days before your retirement date. In addition, it is wise to keep a personal

copy of this form for your own records.

2-3 MONTHS OUT (DD 214)

Take time to review a **draft copy** of your DD 214. This document is extremely valuable with respect to your future endeavors. More often than not, there will be mistakes or inaccuracies on the form. Since it is designed to depict all that you have accomplished while on active duty, it is important that you get credit where credit is due. Once the form is signed and distributed, it is for record. Any efforts to subsequently correct a DD 214 by the issuance of a DD 215 will be both difficult and time consuming. It is important to review and correct any mistakes on the form before signing the official copy.

HOUSEHOLD GOODS SHIPMENT

Once your retirement approval is transmitted through the MCTFS to your company office, they have the authority to cut your retirement orders. With these in hand, you need to work with your Transportation Management Office (TMO) on setting up your retirement move. You actually have up to one year after your retirement date to effect this move. Likewise, there are provisions to allow temporary storage if you desire. It is important that you get an appointment and discuss your intentions with the appropriate people at TMO.

You will not rate delay or dislocation allowance for this final move. You will receive transportation costs to move yourself and family members to your final home of selection. Note that if you liquidate your travel claim within two months of your retirement date, you will do so through your last command. After two months, you must file directly to DFAS, Kansas City. The TMO representative can explain all of this to you.

ALLOTMENTS

Report to your administrative section to start, stop, or change your allotments. Charity and

bond allotments are unauthorized and must be stopped.

RETIRING FROM OVERSEAS

If you are retiring from an overseas command, you should be familiar with paragraph 1006 of the Separation and Retirement Manual in the enlisted retirement chapter.

RETIREMENT DATE & RETIRED ID CARD

Your command will provide you with an application for a retired ID card for yourself and your family members. Any RAPIDS site can perform this function. RAPIDS site locations are listed on the DMDC home page at (www.dmdc.osd.mil). The earliest date to have family members' ID card is 3 months before your retirement date.

Note: *You should seriously consider waiting until just before your retirement date to convert your ID cards.*

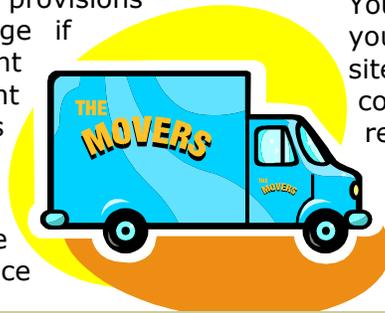
Why? When you change the cards, you also change your status in DEERS. The medical coverage for active duty member and their family is significantly different than a retiree's. You will learn more of these benefit changes in your retirement seminars. If there is a RAPIDS site near your retirement residence, you may consider waiting until closer to the actual retirement date to obtain retired ID cards.

CURRENT MAILING ADDRESS

If you move after your retirement, it is essential that you keep both DFAS-Cleveland and HQMC (MMSR-7) informed of your current mailing address. Phone numbers to these organizations can be found in the "Semper Fidelis, Memorandum for Retired Marines" that is sent to all retired Marines quarterly and available on-line

IMPORTANT THINGS TO REMEMBER

Make sure you get a physical well before it is time to retire. This problem causes many headaches for those service members who have made collateral career plans. Make copies, copies, and more copies. Assure that you keep at least one copy of each in a safe place other



If you move after your retirement, it is essential that you keep both DFAS-Cleveland and HQMC (MMSR-7) informed of your current mailing address.

than your home. Once you retire, your pay will be monthly vice bi-monthly. Therefore, there will be a one-month separation between your last active duty paycheck and your first retired paycheck. Start planning early. If you ask many successful retirees what they would have done over, many state they would have started earlier and done much more research. Remember, time will quickly speed by, and timelines are critical. The proactive approach, armed with an abundance of information, will increase the odds of a smooth transition into the retired Marine Corps Family.

Start planning early. If you ask many successful retirees what they would have done over, many state they would have started earlier and done much more research.

UNDERSTANDING THE NEW PFT/BCP ORDER

The Marine Corps Physical Fitness Test (MCPFTBCPM) and Body Composition Program Manual was completed and signed into effect 10 May 2002. The program completely replaces and cancels MCO 6100.3J, Physical Fitness and MCO 6100.10B, Weight Control & Military Appearance. The new manual encompasses widespread changes that have a vital impact on many Marines.

As always, it is ultimately the responsibility of the individual Marine for his or her weight and appearance and to maintain the standards for physical fitness and body composition as per MCO P6100.12. It is the Commanding Officer who is responsible to ensure that each Marine in his command is given a semi-annual Physical Fitness Test (PFT) and Body Composition Evaluation (BCP).

The PFT still consists of the same three events; however, it will now be completed in a two-hour time limit, and in a single session. The PFT will be completed by all active duty Marines, regardless of age, gender, and grade or duty assignment. For a detailed minimum acceptance performance requirement list for the PFT/PPFT (Partial Physical Fitness

Test) events and minimum PFT classification scores refer to MCO P6100.12, pg 2-9, Tables 2-1, 2-2.

Marines who are in a combat zone, pregnant, or those whose EAS (End of Active Service) or retirement occurs during the current semi-annual period will be exempt from taking a PFT. For additional details or clarification, consult the order.

Marines who are excused medically by a Medical Officer (MO) from one of the three events for a PFT due to light duty (LD) or temporary light duty (TLD) are required to, and will take a partial PFT (PPFT). For a Corporal or Lance Corporal who takes a PPFT, the points from the third event will be taken from the previously recorded semi-annual PFT for the composite score. If the Marine fails to obtain the minimum requirement in either of the two events taken for the PPFT, he or she is considered a PFT failure. Marines who take two consecutive semi-annual PPFT's for the same illness or injury will be processed for a (MEB) Medical Evaluation Board, (PEB) Physical Evaluation Board, or both to determine a Marine's fitness for duty. The PPFT will not be considered for the Physical

The Marine Corps Physical Fitness Test (MCPFTBCPM) and Body Composition Program Manual was completed and signed into effect 10 May 2002.

Performance Evaluation (PPE). Only Marines completing a full PFT with a 1st Class PFT score may be considered for PPE.

A Marine who takes a PPFT and is Returned to Full Duty (RTFD) status during the semi-annual period will be required to take a full PFT within a minimum of 30 days and no more than 90 days from the date of RTFD. The score of the new semi-annual PFT will replace the original score of the semi-annual PPFT.

For Sergeants and above, if he or she is PFT/PPFT failure, the PFT/PPFT will be documented at the end of the reporting period as an adverse report. Even if the Marine does not have a reporting period ending until after the next semi-annual PFT and then runs a passing semi-annual PFT/PPFT, the failing score must be reported. Proficiency and conduct marks for Corporals and below will reflect accordingly.

The third chapter of the program manual covers the Body Composition Program (BCP), which replaces the former Weight Control program. This is where the majority of the changes were made to the program. BCP evaluations will not occur within (14) fourteen days (before or after) of a semi-annual PFT. This is to protect and prevent Marines from taking drastic measures to reduce their weight or body fat to make the standard. This measure will give the Marine time to properly hydrate and eat healthy before the PFT.

Marines will have their height and weight taken by the command PT representative. The uniform for this event is green T-shirt, green PT shorts and socks. The only weight deduction authorized for a BCP is 1lb (pound) for PT gear. If a Marine exceeds his or her maximum weight standards, then the Marine will be measured for

body composition by the Command appointed PT representative. The standard still remains 18% for males and 26% for females. These measurements will be taken in (3) three separate sets of measurements. The lowest set of measurements will be used. For information that is more detailed refer to MCO P6100.12, page 3-7 subparagraph (6).



Marines who complete a full PFT and receive a 1st class score for their age group may be considered for the Physical Performance Evaluation (PPE) variance.

The PPE assesses the total Marine and acknowledges a margin of error in body fat estimation and testing, normally a variance of 3 - 4%. Marines who complete a full PFT and receive a 1st class score for their age group may be considered for the Physical Performance Evaluation (PPE) variance. The program allows the variance of up to 4% from the standard. Estimations for males cannot exceed 22% and females cannot exceed 30% body fat. Again, these Marines must

run a **Full PFT** and score a 1st Class. Marines who run a PPFT **are not** eligible for the PPE.

Maradmin 313/02 concerns the "grandfathering" of Marines currently assigned to weight control. All fit for duty Marines are required to take a PFT within 30 days of the Maradmin's release and be reevaluated to determine if they are eligible for the PPE. Read the full Maradmin (listed on our website) for details.

Marines exceeding standards and not meeting the requirements for PPE will be assigned to the Body Composition Program (BCP). A medical evaluation precedes assignment to the BCP. During the evaluation a determination must be made on whether or not there are underlying medical causes for the Marines failure to maintain standards.

Marines who are assigned to the BCP by their commanding officer are required to participate in the program for a minimum of six months. The decision to extend the length of BCP assignment is designed to prevent the use of unhealthy measures (laxative, diuretics, saunas, etc) some Marines use to elicit quick weight loss. A six-month assignment encourages healthy weight management strategies to help Marines meet and maintain weight standards. Procedures for assignment to the BCP are found in chapter three of MCO P6100.12.

Actual assignment to the BCP program can be summarized as follows:

FIRST ASSIGNMENT

- The Marine will be assigned to the BCP program for six months. The Commanding Officer can grant one extension of up to six additional months if the Marine is making satisfactory progress.

SECOND ASSIGNMENT

- A Marine's second assignment to BCP is one (1) six month assignment with no extensions.

THIRD ASSIGNMENT

- A Marine assigned to the BCP on two separate and previous occasions and who exceeds standards a third time will be processed for administrative separation. The Marine will participate in the BCP and Remedial Physical Conditioning Program (RPCP) until discharged.

Whenever a Marine is assigned to the BCP, he or she will continue to participate in the program for a minimum of six months – even if the Marine comes within standards before the end of that period. Marines who fail to achieve standards during any assignment to BCP can be processed for administrative separation at the completion of that assignment period.

Sergeants and above assigned to the BCP will receive an adverse fitness report during the next reporting period as directed by MCO P1610.7, 4003.8f. As long as the Marine is assigned to BCP, all reports processed during that time will be adverse reports. Sergeants and above who are assigned to BCP and fail to meet body composition at completion of a BCP assignment period will be administered a DC

adverse fitness report.

Females Marines who are pregnant and were already assigned to the BCP before the pregnancy will remain on the program during their pregnancy. The Marine will be placed on an Inactive status once the pregnancy has been confirmed by MO. She will remain inactive until returned to full duty by a medical authority – usually upon completion of the convalesce leave following delivery.

Once returned to either full duty or a non-medical related limited duty status, the Marine is returned to active status on the BCP program for six months, regardless of the time spent on the program before. NOTE: This is still the same assignment to the BCP program, not a subsequent one.

Marines are not eligible for promotion while assigned to the BCP program, whether on active or inactive status. Marines assigned to BCP will not be eligible for promotion until they return to acceptable height and weight standards and meet all other promotion requirements.

As you can see, there are several significant changes in the Marine Corps policy concerning physical fitness and weight control. These changes affect you and your Marines. Become familiar with this new order as it has changes that will have a major impact on all Marines. Knowledge is power. Exercise that power and ensure you are familiar with this directive and all pertinent Maradmins related to it.



As long as the Marine is assigned to BCP, all reports processed during that time will be adverse reports. Sergeants and above who are assigned to BCP and fail to meet body composition at completion of a BCP assignment period will be administered a DC adverse fitness report.

FY-2003 CAREER MARINE RETENTION GUIDELINES



Sergeant Jason Johnson, Force Reconnaissance Platoon, 24th MEU, takes the oath of enlistment during a reenlistment ceremony held at the base pool on Camp Lejeune.

HQMC would like to congratulate all Marine leaders for making the Subsequent Term Alignment Plan (STAP) a success in its premier year as HQMC's retention program for Career Marines. STAP has surpassed its overall goal for the Fiscal Year 2002 (FY02), reenlisting nearly 5900 Career Marines only 9 months into the Fiscal Year. With the start of FY03, some changes in the overall policy of reenlistment executions for Career Marines will take place. In FY03, Career Marines may submit for reenlistment and execute authority up to 12 months before their EAS. For Marines who submit for reenlistment 9 to 12 months before their EAS, a grace period of 180 days will be granted to execute reenlistment authority. For those who submit for reenlistment with less than 9 months until their EAS date, a period of 90 days will be granted for execution of authority. If the Marine does not execute the authority within the time period granted, the reenlistment authority will become void and the Marine will have to resubmit a reenlistment request.

The FY03 STAP and FTAP missions will be released via Maradmin later this summer. Selective Reenlistment Bonus (SRB) multiples for FY03 are expected to be released during the month of July. If you or someone in your command is waiting to find out whether they will rate a bonus, watch for the Maradmin to be released this summer. Many Career Marines expected the multiples for FY02 to change and/or for the bonuses to be extended through the end of FY02. However, the SRB program was cut off on 2 July, 2002 as the budget was exhausted. Plan ahead and submit for reenlistment early in FY03 - SRBs will only be guaranteed through 31 January 2003. The SRB program will only be extended if SRB funding remains unused. Adventure school seats are another reenlistment incentive available to Career Marines. See your Career Retention Specialist for details. The enlisted monitors cannot guarantee a duty station as an incentive to Career Marines, but will work with Marines as much as possible to give them their geographic preferences.

MMEA IS ON THE ROAD AGAIN...

The annual Enlisted Assignments (MMEA) command visits are fast approaching. Starting in October through January, MMEA will be touring all major commands to provide direct manpower support. Marines will have the opportunity to speak to their Monitors on assignment issues, work with their Unit Career Retention Specialists and the Retention Section towards retention requests to include possible on the spot reenlistments for eligible Marines. More so, the Enlisted Career Counselors will provide briefs to Career Marines as well as the senior leadership on career issues as well as for individual Career Counseling.

Since Career Counseling is based on a review of the Marines official records, it is both necessary and imperative for any career Marine in the rank of Sergeant and above on active duty seeking counseling to have a fresh copy of their official records with them when seeing a Counselor during any MMEA road trips. Counselors do not carry official records with them since they have no way of knowing who is likely to seek counseling while traveling.

It is the responsibility of the individual Marine to order their OMPF (now on CD ROM) and MBS from MMSB. Since our travel season is rapidly approaching, do not procrastinate. Order your records now as it is easier now more than ever and see us on the road.

You can now also order your OMPF from your military email account. To do so, click the 'MMSB organizational mail box' link (MMSBOMPF@manpower.usmc.mil) and provide your full name, social security number, *complete* unit address, to include street, unit number, PCS box number or home mailing address and specify if you want a copy of your OMPF, MBS

(old and/or new).

For a fax or mailed request your signature is required in the correspondence in addition to the information stated above. If you are requesting your OMPF/MBS be mailed to an address other than your unit or the home mailing address shown in MCTFS this requires a signature.

Refer to the current MMEA schedule below as to when we will be arriving at your command. Since it is possible for the schedule to change or deviate, please see your Career Retention Specialist for the latest updates and schedule changes of

any. By ordering your official records now, you will preclude it not getting there before we visit your command as it may normally take 2-4 weeks for processing and mailing to your geographical area. The bottom line is that any Marine seeking individual Career Counseling, have their latest OMPF & MBS with them at the time of counseling. Take full advantage of having us at your base, act now and order your records. We look forward to seeing you on our road trips, ensure you attend our briefs to catch-up on all the latest career information and see us individually for a review

of your performance.

MMEA TRIP SCHEDULE

MARFORLANT	2-4 October, 2002
Pac/III MEF	17-30 October, 2002
I MEF	12-26 November, 2002
MARFORRES	9-12 December, 2002
II MEF	7-22 January, 2003



Ensure that you have your latest OMPF and MBS when you come to see the counselors.



MMEA-64

Enlisted Career Counseling Unit

Toll Free Phone

800-833-2320

Commercial Phone

703-784-9241

DSN Phone

278-9241

WE ARE ON THE
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THEN TO THE
CAREER LINK

THEN TO
ENLISTED CAREER
COUNSELING

We have still not decided on the topics for the next newsletter. We would like to hear from you regarding what you may wish to know more about. Feel free to send us your suggestions by email.

IMPORTANT POINTS OF CONTACT FOR ENLISTED CAREER MANAGEMENT



All numbers listed below are on MCB Quantico, the DSN for all numbers listed is 278-XXXX. The commercial number is 703-784-XXXX.

ENLISTED PROMOTION SECTION (MMPR-2)

SNCO Remedial Promotion: 9718/9719

SNCO Selection Board Research: 9718

SNCO Monthly Promotions & Frocking: 9717

Meritorious SNCO/BCNR: 9719

SNCO Boardroom Support: 9712/9713

SNCO Boardroom Support: 9719

PERFORMANCE EVALUATION REVIEW BRANCH (MMER)

PERB: 9204/9205

SEPARATION & RETIREMENTS BRANCH (MMSR)

Retirements Section: 9234/9235

Separation Section: 9322

Disability Section: 9308/9309

Inactive Reserve Section: 9306/9307

Retired Activities Section: 9310/9311

Retired List Maintenance & Support: 9317

PERSONNEL MANAGEMENT SUPPORT BRANCH (MMSB)

Records Correspondence Section: (800) 268-3710

Worldwide Locator Diary Unit: 3941

Records Management Section: 3950

Input/Output Window: 5679

Customer Service Window: 3623/5640

Performance Evaluation Section: 3995

Fitness Report Processing Unit: 3942

Reserve Matters: 3991

AWARDS BRANCH (MMMA)

X 9342